

NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION

T H E

bulletin

CONVENTION 2005



Biennial General Meeting 2005

The major decision-making forum of the Newfoundland and Labrador Teachers' Association, Convention 2005, will take place March 30 to April 1 at the Delta St. John's Hotel. Approximately 125 delegates will attend the meeting to consider resolutions put forth by Branches and Councils, resolutions from the floor of Convention, the 2005-07 budget, by-law changes, and other important business which must be carried out by the Association throughout the year.

One of the highlights of the Biennial General Meeting will be the elections for the Provincial Executive of the Association. Candidates for Provincial Executive are indicated throughout this issue of *The Bulletin*.

In addition to delegates representing NLTA's 51 branches, observers representing the Association's 20 Special Interest Councils will also be in attendance. Other highlights of the BGM include presentation of the Special Recognition Award, the Bancroft, Barnes, and Allan Bishop Awards, the President's Award, and the conferring of Honorary Membership in the Association.

Editor's Note:

Candidates' biographies and position statements are printed as submitted and have been edited for length/word count only.

THE bulletin

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The Bulletin is published eight times a year during the school year by the Nfld. and Labrador Teachers' Assn., 3 Kenmount Road, St. John's, Newfoundland, Canada, A1B 1W1. Tel: 709-726-3223; 1-800-563-3599 Fax: 709-726-4302; 1-877-711-6582 e-mail: labrowne@nlta.nl.ca Internet Address: www.nlta.nl.ca

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Subscription Rate: \$10 per year. For subscriptions and address changes contact Printing Services, Ext. 249.

Deadlines for material are:
April Issue: March 1
May Issue: April 1

ISSN-1189-9062



Member of the Canadian Educational Press Association, International Association of Business Communicators, and the Canadian Association of Communicators in Education.

Printed on Recycled Paper

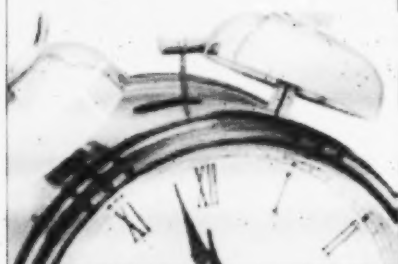
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Biennial General Meeting

March 30 - April 1, 2005

Convention Theme:

*"It's About Time –
Let Teachers Teach!"*



NLTA BGM Easter Dance

**THURSDAY, MARCH 31, 2005
at CLUB ONE**

DOORS OPEN at 8:00 P.M.

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Candidates for Executive

Dana Burridge

Dana graduated from Memorial University with a B.A. and B.Ed. He taught in Jackson's Arm, White Bay (1973-74), Deer Lake (1977-90) and is presently teaching in Pasadena.

Dana's NLTA involvement started in his first year teaching, when he was a charter member and communications officer of Taylor's Brook Branch. Throughout his career his involvement at the branch level in Deer Lake included School Board-Teacher Liaison Committee, communications officer, political action officer, secretary, treasurer, vice-president and president.

Dana's experience on Provincial Executive (6 years), includes the following committees: Collective Bargaining Legislation Review, Finance and Property, Group Insurance, Educational Leave, Deferred Salary Leave, Pooled Investment Fund, Equity Issues in Education (chair), Professional Issues in Teaching (chair) and Table Officer.

Community involvement has paralleled Dana's teaching career. He was a director of the Humber Valley Development Association for 12 years, serving on many sub-committees including Job Re-entry for Women and the development of both the Humber Valley Strawberry Festival and the Deer Lake Museum / Heritage Center. He was a member of the Deer Lake Library Board for 15 years.

Dana currently promotes the National Heritage Fair Program and NLTA. He is a vigilant activist for the improvement of the workplace for teachers.

Statement

"It's about time" that we bring back a sense of job satisfaction to our profession. A quality work environment is critical to the life of a teacher. We need greater autonomy and flexibility in decisions that affect our work day.

We must increase preparation time, eliminate supervision, and assign to schools the discretionary means to alleviate the intensity of the workplace. The rigidity of the current system



overburdens teachers, creating a stressful environment. Our professional lives are more "reactive" than "proactive".

In the midst of this strain is the turmoil of transition brought on by school board restructuring. We find ourselves once more in an atmosphere of fiscal restraint and uncertainty, with little consideration for teacher workload or well being. Yet teachers remain committed to improving the quality of education for their students. We must achieve a collective agreement that is supportive of this commitment and make strides towards creating a work environment that rejuvenates teachers.

With my experience at Provincial Executive table I offer insight, determination, and strength of conviction to our collective voice as we head into this round of negotiations.

Art Callahan

Serving on Executive the past two years has:

- 1) Reinforced my belief in the power of every teacher to effect change.
- 2) Magnified my pride, generally, in the nobility of our profession, and, specifically, in our leaders and staff.
- 3) Expanded my understanding of NLTA programs and finances.
- 4) Deepened my appreciation of the daily challenges of Newfoundland teachers, especially those in rural schools.

My NLTA involvements include: Substitute Lobbyist (ongoing - I spent four years substituting); School Representative; Branch Executive Member; Branch President and Provincial Executive Member.

Gladys Costella, from the Retired Teachers Association, spoke to Provincial Executive in the Fall of 2004. Her comments, echoed by her governing body which represents over 300 years of service, validated, for me, why I choose to be involved. Speaking about NLTA unionism gained in 1973, she said that "if firebrands cool off, complacency sets in and then we have to fight the same battles again". Further, she stated that



"we need to open our mouths wide and speak loud" and "be passionate about fairness for there has never been any for teachers". She offered that "we must be tactful even when it kills us and hope, maybe, just maybe this time".

Major issues demand attention. Some are:

- Implementation of the Dibbon Workload Study recommendations.
- Negotiating a fair Collective Agreement.
- Change to a Program – Based Allocation Formula.
- Reduced class sizes.
- Increased preparation time.
- Outsourcing of supervision.
- Solidification of pensions with indexing gains.
- Ameliorating untenable working conditions of various teacher subgroups.
- Improving certification.
- Actioning of NLTA policies and briefs.
- More resources and training for new programs.

My position on these and other issues will be communicated to you and refined by you as the campaign progresses. I was honoured by the trust placed in me by BGM 2003 delegates. I have worked diligently to merit that confidence. My motivation for Executive is an extension of my motivation to teach – to make a difference! As you exercise one of your most important tasks at BGM 2005, I ask for your studied consideration. Be assured of my continuing commitment to be STRONG FOR TEACHERS!

Enjoy convention!

Art Callahan, Religion/Special Education

St. Kevin's High School, Goulds

Email: acallahan@cdh.ca • Fax: 745-0607 • Tel: (s) 745-9731; (h) 579-6048

LET TEACHERS TEACH!

"When the spirit of people is strong, focused and vibrant, wonderful things happen." (Harrison Owen)

Bill Chaisson

Education

- Bachelor of Arts (1987)
- Bachelor of Education (1987)
- Bachelor of Special Education (1988)
- Master of Education (Lit.) (2002)

NLTA Involvement

- 1993-95 School Representative
- 1995-97 Humber Branch Executive
- 1999-03 Humber Branch, President
- 1999-02 Member, School Board-Teacher Liaison Committee



- 2002-03 Chair, School Board-Teacher Liaison Committee
- 2003-05 Provincial Executive Member
- 2003-05 PITCOM Committee Member
- 2003-04 Group Insurance Trustee
- 2004-05 Chair, Group Insurance
- 2003-05 Member, Teacher Certification Committee
- 2003-04 Chair, Committee on Early Career Teachers
- 2004-05 Chair, Committee on Special Interest Council Restructuring
- 2003 President's Award
- 2004 Bancroft Award

Position Statement

For several years, I have had the opportunity to serve the teachers of this province in several capacities. I have had many rewarding experiences at the school, branch and executive levels of this Association. The most rewarding of these experiences has been when I have had the opportunity to engage in conversations with teachers to talk about issues and find creative solutions together. It has been through these conversations that I have become very familiar with the challenges and issues facing teachers. Teachers have said very clearly that excessive workloads are having a dramatic impact upon both their professional and private lives. As a member of your Executive, I want to keep this issue front and center as we head into another round of collective bargaining. Our message must be clear: teaching has become more challenging, we are now both the developers and deliverers of curriculum, downloading has become unmanageable and many teachers are at the breaking point because of increased demands while teachers are being reduced. This message must go not only to government; it must go to parents, school councils and other stakeholders so they realize that downsizing and downloading is more than a teacher issue... it is an issue for every parent who has a child in school. We must make them aware that continued cuts will negatively effect the education of all children.

I have chaired two committees which will help increase involvement in the Association. The committee on Early Career Teachers has made some significant recommendations which will heighten awareness and involvement in our Association. The Special Interest Councils Committee will help revitalize the Professional Development wing of NLTA.

I look forward to continuing this conversation at BGM 2005. I ask for your support to continue the work I have begun.

Lily B. Cole

Lily B. Cole is a classroom teacher, who has spent most of her career in Special Services. This experience gives her an ability to readily understand teacher concerns and issues, especially as it pertains to the effects of the Pathways process on all teachers. She has a personal belief that it is the collective strength of all teachers that empowers the Association to move the interests and benefits for teachers forward.



Lily believes that many in society, and governments in particular, think that teachers have it made, and actively seek to remove rights and benefits previously attained. Teachers must find ways to withstand the relentless drive to reduce our hard gained benefits.

Lily B. has a wide range of experience to draw on in helping her make decisions on your behalf at the Executive table. She has been a member of numerous committees at the Provincial level including: PITCOM, and the Collective Bargaining Committee prior to being elected to Executive, and is presently a member of the Curriculum Committee; Finance and Property, the Ministerial Advisory Committee on Student Support Service; Occupational Therapy Committee; and the Pathways Working Group. These last three Committees work with the Department where Lily has made significant contributions to keeping the ISSP processes from becoming even more onerous and frustrating to the regular classroom teacher than they already are.

Lily's strength on Executive is her willingness to hear all sides of a debate and to make a considered decision before voting. She understands that everybody needs to be heard before a decision can be taken, hopefully by a consensus of people knowledgeable on the topic before them.

Lily looks forward to another term on Executive to move issues important to all teachers forward. Issues such as how the Pathways process has dramatically increased teacher workload and stress (no one has more experience on this issue), the financing of the Association itself, the protection of teachers' economic and professional position in the upcoming round of negotiations, and the feeling of futility that is being expressed by many teachers.

People who know Lily B. Cole know that she works hard for the good of all teachers, is not afraid of the tough decisions but is open to and actively seeks out the views of as many of her colleagues as possible on every single issue. These attributes make Lily an excellent candidate for re-election to Provincial Executive Council.

Dean Ingram

Academic/Teaching

- B.Sc., B.Ed., MUN, 1992
- M.Ed. (Leadership), MUN, 2001
- 2001-02-Present: Teaching-Principal, Swift Current Academy
- 1993-01: Science Teacher, Bishop White All Grade, Port Rexton
- 1992-93: Science Teacher, Dorset Collegiate, Pilley's Island



NLTA Involvement

- 2004-Present: Group Insurance Trustee
- 2003-Present: Member of Finance and Property, Pooled Investment Fund Committee, Member of Deferred Salary Leave Committee
- 2003-Present: Member of Provincial Executive
- 2002-03: Vice President, Clarenbridge Branch
- 2002-03: Member of Planning Committee for SAC AGM 2002 & 2003
- 2001-02: Political Action Officer, Clarenbridge Branch
- 2001-02: Member of Collective Bargaining Committee
- 1998-00: Branch President, Trinity, T. Bay Branch
- 1996-98: Communications Officer, Trinity, T. Bay Branch
- 1993-98: Branch President, Trinity, T. Bay Branch

Hi! My name is Dean Ingram and I have decided to offer myself for re-election to Provincial Executive. Presently I am residing in Clarenville with my wife of eight years and our son Michael, aged 3.

My NLTA involvement has spanned my entire 13-year career. The exact details I have outlined above. During that time I have gained an appreciation of the issues and challenges facing the teachers in this province. Urban or rural, large or small – all schools and all teachers in this province are being taxed as never before. We are overburdened and undercompensated. Both of these need to change.

My community involvement has seen me become a member of the Clarenville Area Crime Prevention Committee and volunteer my time as a First Aid Instructor to numerous local groups between Arnold's Cove and Bonavista. In addition to my responsibilities at the school level, I am also the Chairperson of the Lone Valley Community Access Site. Most recently I have been elected to the position of Education Representative on the Discovery Regional Development Board.

For the past two years I have had the opportunity to act as a strong voice and advocate for the teachers of this province regardless of age or size of the school in which they find themselves. I humbly ask for your support so that I can continue to act as that voice.

Harold W. J. Mullooney

B.Sc., B.Ed. M.PH.

NLTA Involvement

- Branch President, Vice President, Executive Committee, School Representative, Waterford Valley Branch
- School Board-Teacher Liaison Committee Representative
- Participant, CONTACT 2004, Nova Scotia
- Facilitator, Global Education Project, Region 11

Community Volunteer Service

- Fifteen years in Municipal government serving as Councillor, Deputy Mayor and Mayor for the Town of Bay Bulls
- President, Irish Loop Regional Economic Development Board (1998-2005)
- Past President, Irish Loop Tourism Association
- Director, Avalon IT Initiative
- Past President of Environmental Action Group, Bay Bulls Black Bear Club
- Director Avalon Development Alliance
- Chairperson, Targa on the Pier Organizing Committee
- Route Captain, Targa Newfoundland and Labrador
- Founder/Director, Bay Bulls Library, Historical Association and Sapphire Foundation
- Parent Teacher Association Representative

Work Experience

- 1980-83: Science Teacher, St. Joseph's High, Terrenceville
- 1980-Present: Brother Rice (1983-84), Gonzaga (1984-86), Holy Trinity (1986-93), Department Head (1990-93), St. Kevin's High School (1993-Present)
- Department of Education: Worked on Biology 3201, Chemistry 3202 and Environmental Science 3205 Marking Boards
- 1992-95: Environmental Science 3205 Chief Marker

Awards

- 1999: NLTA Special Recognition Award, for Outstanding Personal Contribution and Achievement in Community Service, and Social and Cultural Endeavors
- 2004: Government of Newfoundland and Labrador, Community Economic Development Award for Outstanding Individual Achievement

Torngat Municipal Achievement Awards while Mayor

- 2004: Excellence in Governance
- 2004: Economic Development
- 2004: Special Mention for Environmental Sustainability



Dear Colleagues,

I have spent much of my life as an educator and community volunteer. In Municipal and Regional Government I have developed my abilities in strategic planning, negotiation and conflict resolution.

During my NLTA involvement I have witnessed the ever-increasing demands placed upon our organization. These new demands have done much to erode teacher satisfaction and effectiveness.

Teachers want to teach, free of bureaucratic encumbrances and receive a fair wage for a fair day's work. The time has come to put the teacher back in teaching.

While I believe there are economies of scale to be realized, I also feel that teachers have consistently given more than what is fair or reasonable to make the system work. I would be honored if you chose to let me add my voice to the rising debate around teacher workload, remuneration and welfare issues that must resonate from Executive table.

Accordingly, I respectfully ask for your support. If we work together towards what is reasonable and right there is nothing that cannot be attained. Thank you.

Wayne Park

Education

- M. Ed. (Lit) – Mt. St. Vincent University
- B.A. (Ed), B. Sp. Ed – MUN
- Grade XI (Honors) – Templeton Collegiate

Teaching Experience

- 22nd year of teaching
- K-12 Administrator (2002-Present) – Bonne Bay Academy, Woody Point
- K-12 Sp. Needs teacher – Woody Point
- Assessment and Evaluation Specialist – School District #3, Corner Brook
- Grade 3 & 4 – Woody Point
- Elem. Sp. Needs – Woody Point
- Jr. High Sp. Needs – Trout River
- Grade 6 teacher – Trout River

NLTA Experience (Highlights) – Table Mountain Branch

- Branch President (2001-Present), (1989-91)
- Branch Vice President (1997-2001), (1987-89)
- School Board-Teacher Liaison Committee (6 years)
- Professional Issues in Teaching Committee
- Secretary/Treasurer – Small Schools Special Interest Council
- Secretary/Treasurer (1985-87)
- Professional Development Officer (1984-85)
- NLTA involvement spans my entire teaching career.



Personal Background

Peggy and I have lived in Woody Point since 1984. Our daughter Amanda, B.Sc. (MUN), Masters in Marine Management (Dal U.), works with the Department of Fisheries and Oceans in Halifax. Our daughter Jennifer is pursuing a math program (MUN) and plans to become a secondary teacher.

Statement

My teaching career has afforded me two privileges for which I am very thankful. Like most of you, I have had the opportunity to experience a wide range of teaching duties in an environment of security and comradery provided by our Association. As well, through professional development and continuous training, I have always been a part of a learning community. I recognize that being an active member of the NLTA has offered me strong professional development and career opportunities. Now, to move to the next level of my NLTA commitment, I have decided, and been strongly encouraged by my peers, to offer my experience and dedication to work at the Provincial Executive level.

Colleagues and friends, the issues are easily recognizable: class size, workload, salaries, pensions, and generally maintaining or improving our existing collective agreement. While the issues remain constant, we as an Association have the responsibility of selecting the best possible team to represent the teachers of Newfoundland and Labrador. As a member of the NLTA Provincial Executive, I would bring a history of commitment to the Association and a pledge to work diligently on behalf of the teachers of this province to improve our profession.

Who will speak for teachers? Given your support, I will speak for teachers from the Provincial Executive table of NLTA.

Paul Pinsent

I define myself first and foremost a classroom teacher. It is the classroom that drew me to teaching and it is the classroom where education happens. There are individuals who feel important to education, but they seldom see first hand the consequence of bad policies on student dynamics. If they do not see that, they certainly are blind to the effect of their policies on my personal life.

With two children beginning primary, and two finishing secondary, I feel uniquely positioned to address issues of new and seasoned teachers alike. Although I am at an age where the viability of our pension plan is important, I still have the concerns of younger teachers regarding health insurance costs. It is this unique perspective that enables me to speak to the issues clearly with a desire and responsibility to do the best for all parties concerned.



Because teachers cannot afford to pay more for their benefits, fiscal accountability needs to be achieved within the current realities of the Association. Because our classrooms are overcrowded and underfunded, the public needs to see the true face of education as it affects their children. Because major gains in education have up to this point been accomplished by dedicated teachers, the issue of accountability needs to be equally applied to all parties.

The troubling reality is that our Association has been unable to protect teachers from being engulfed with stress related to workload. Policies have been developed and implemented with little or no input from the teachers who are expected to tow the line. Being outnumbered on committees has accomplished nothing. Individual teachers are advised by the Association to "just say no!" when it is the Association that needs to "just say no!" on their behalf.

As president of Appalachia Branch I learned the personal and professional cost of speaking out on issues that related to teacher working conditions during the NAPE strike of 2001. I desire to bring that strong voice to Provincial Executive on behalf of classroom teachers. It is critical at this time to speak and act forcefully so that the changes needed for teacher and student welfare are implemented. There will never be a better opportunity than the one that currently presents itself.

I offer myself to you as a candidate for Executive to work tirelessly and honestly on your behalf.

Paul Pinsent, B.Th., B.A., B.Ed., M.A.

George Tucker

Educational Background

- B.A., B.Ed. (MUN, 1978)
- M.Ed. (MUN, 1980)

Teaching Background

- Teacher (5 years)
- Vice-Principal (1 year)
- Program Specialist (4 years)
- Principal (15 years)



NLTA Involvement

- School Representative (11 years)
- Founding Executive Member/Vice-President, Provincial Elementary Teachers' Council
- Executive Elementary Representative, St. John's Branch
- NLTA - AGM, Delegate (7 years)
- Provincial Education Week Co-Chair/Committee Member
- Chairperson Retirement Banquet Committees for St. John's and Waterford Valley Branches
- SAC - Avalon (President, Treasurer, Communications Officer)

- SAC – Provincial (President, Treasurer)
- Planning Member, CAP '99 Conference
- President, Marconi Branch
- CAP (President, Director, Executive Member)
- PPSIC, Executive Member
- Founding Executive Member/Treasurer, first World ASCD Connected Community

Statement

In 1775 Charles Dickens wrote, "It was the best of times, it was the worst of times." Are these words not equally true today? As members of a proud profession we are among the best educated and trained in the country. Yet, we feel overwhelmed with the myriad and quantity of expectations. But, as caring, conscientious professionals we continue to accept any and all challenges. Unfortunately, our efforts are never enough. The bar is continually raised, loopholes are filled and resources are clawed back. Is it any wonder that teaching is no longer seen as a viable profession or that young teachers are leaving the profession early? Is it any wonder that many experienced educators are feeling disillusioned, undervalued, exhausted and preoccupied with their retirement or that the need for EAP services has skyrocketed?

This is a pivotal point in our history. We have the lowest birth rate in the western world forecasting a meager 58-60 thousand students by 2010. What will be the impact of fewer students, fewer teachers and fewer schools? How will our Association fund itself? Which services will need to be reduced or eliminated? What implications will a large pensioned membership have on our Association? Can our Association continue as it presently exists?

My long and diverse career has equipped me to ask some hard questions. And, more importantly, my knowledge, experience, commitment, passion and vision can help create and implement solutions to the complex challenges that we face.

I look forward to your support at Convention '05. If you have any questions or concerns, please contact me at Beachy Cove Elementary: (895-2241 (ph.) / 895-2767 (fax) / georgetucker@esdnl.ca).

Thank you... George

Wade Verge

- B.Sc., B.Ed., M.Ed.
- wadeverge@nesd.ca



NLTA Involvement

- 10 years as a school representative
- 2 years – Notre Dame Branch, Executive Member at Large
- 1 year – President, Notre Dame Branch
- 3 years – Regional President, School Administrators Council

Teaching Experience

- 20 years teaching in Newfoundland
- 2 years – High School Teacher, Roddickton
- 6 years – High School Math/Science Teacher, Lewisporte
- 5 years – High School Principal, Lewisporte
- 6 years – Senior High School Principal, Lewisporte
- Presently Principal of New World Island Academy (K-12 with student population of 560)

Provincial Executive Interest Rationale

Having worked closely with more than 150 teachers during my twenty years of educational service I have developed an unwavering respect for the classroom teacher. It is an irrefutable fact that the future of our children rests almost solely on the ability and will of our teachers to daily meet the ever-increasing demands of the classroom. The only constant in our educational system is change. While new programs come and go, while supervisory personnel change and while accountability expectations soar, it is the classroom teacher that makes the necessary adjustments to maintain stability for the sake of the children. Having accepted this reality, and firmly believing it to be the case, I believe a major role of NLTA is to advance classroom teacher concerns. I believe that teachers are dedicated, hard working, professional and compassionate individuals who continue to find a way to do more with less. Being a member of our Provincial Executive will allow me an opportunity to have a more influential voice in the advancement of teacher issues. As an Association we need to speak collectively when new programs are introduced without being adequately resourced and we need to speak collectively when teachers have to sacrifice family and personal life just to meet the minimum demands of their profession. Whether it is Pathways, classroom management, or curriculum delivery we need to ensure that teachers are heard and that their voice impacts the way education is delivered in this province.

I respectfully ask for your support in my bid for election to NLTA Provincial Executive at BGM 2005.

Jeanne Williams

Academic

B.A., B.Ed., Dip.Adult.Ed, Diploma
IT, M.Ed (IT)

Professional

- 13 years Teaching – High School Classroom Teacher & Technology Education
- School Network Administrator
- Discovery Collegiate, Bonavista
- Roncalli Central High, Avondale
- Teacher representative, Discovery Collegiate School Council
- Member, Planning Committee, 2004 Provincial Student Leadership Conference
- Lead Teacher, Discovery Collegiate Recycling Program
- Vista District Technology Committee
- Revenue Canada – Employee Supervisor (12 years)



NLTA

- Landfall Branch (6 years)
 - Vice-President
 - Communication Officer
 - Professional Development Officer
- School Board-Teacher Liaison Committee Eastern Region
- Conception Bay Centre Branch (5 years)
 - Vice-President
 - Treasurer
 - Secretary
- AGM/BGM
 - Alternate (2 years)
 - Observer (4 years)
- Delegate to CONTACT – PEI and NB

Community Girl Guides of Canada

- 4-H Program – National/Provincial/District

Statement

I offer myself as a candidate for the Provincial Executive and humbly request your support. Some of the major issues that face teachers are:

- Teachers who are unfortunate enough to be injured on duty have to seek protection from the Workers' Compensation Legislation. Teachers who have found themselves in this situation have discovered, to their dismay, that they lost between 34% and 48% of their salary. This is wrong. The Association must take immediate action, return to teachers the protection they enjoyed when injury on duty was special leave with normal net pay.
- Recent Executive Notes propose an increase to NLTA membership fees. I oppose such an increase in dues until a

detailed program review is undertaken and all teachers have the opportunity to respond to the report.

- We must continue the practice of funding an alternate to BGM when Branches have only one delegate. The more members we have involved at this level, the stronger our Association will be. We should be encouraging and supporting more involvement in the Association, not limiting it.

Of course these are only three of the many issues, one a wellfare issue, one a professional issue and the other a communications issue. I hope to be part of a team that will bring a satisfactory resolution to the current round of Collective Bargaining; that will capitalize on the *It's About Time!!* report and reduce teacher workload, and one that will open a communications link among teachers so that they will feel better about their jobs and proud of their Association.

Resolutions to Convention 2005

Category A: Professional Development

School Development Model

1. That the NLTA request that the Department of Education not implement the new school development model until guaranteed close-out time is provided during the school day for planning and implementation. **(Appalachia)**

Explanatory Note: This new government model should not be added to our ever-increasing workload.

Category B: Association

Candidate Forums for NLTA Province-wide Election Candidates

2. That NLTA investigate the establishment of candidate forums throughout the province during the next provincial campaign for the offices of President and Vice-President of NLTA. **(Appalachia)**

Explanatory Note: Candidate forums provide an opportunity for voters to hear candidates speak on substantive issues and provide voters the opportunity to ask questions on specific matters. Currently, candidate forums are not part of the province-wide election process. Teachers do not have the opportunity to hear candidates deliver speeches on educational matters nor do they have the occasion to listen as candidates answer a variety of questions arising from the general membership of our Association. The absence of such opportunities is a weakness in the current election process. Those elected to the offices of President and Vice-President are the official voices of NLTA. It is important that the membership of NLTA be afforded the opportunity to hear the candidates address the key issues encountered by teachers. By hearing the candidates, teachers will be better equipped to decide who they want to lead NLTA.

Contact with the Employer re Teachers

3. That no NLTA staff member enter into discussions with the employer (or school board officials) on issues related to a teacher without first receiving that teacher's permission. **(Appalachia)**

Explanatory Note: There have been occasions when school board officials have contacted NLTA staff members to ask advice on teacher scenarios with which the board may wish to proceed. By offering advice, the NLTA staff member may inadvertently place the teacher in jeopardy.

Category C: Benefits and Economic Services

Opening Day for School Year

4. That the school year begin on the first working day in September. **(Humber)**

Explanatory Note: When Labour Day occurs late, the school year is compressed which limits holiday options. Beginning early in September allows for a more flexible holiday schedule.

Teacher Transfers

5. That, subject to Clause 6.03 of the Collective Agreement, the board shall accommodate transfer requests from teachers already employed by the board in a continuing contract. **(Appalachia)**

Explanatory Note: If an active teacher applies for and is successful in being offered a new position, that position should not come with the condition that the employer must first be able to find a suitable replacement.

Teacher Certification

6. That the teacher certification regulations be amended to include a Certificate VIII for teachers who have a second Master's degree or a doctorate. **(Humber)**

Explanatory Note: Teachers invest heavily for their professional development for the betterment of students. Compensation in the form of salary increases should be automatic when another degree is obtained. This will also give incentive for other teachers to continue with professional development.

Indexing of Teachers' Pensions

7. That the indexing formula in the Teachers' Pension Plan be 100% of the annual increase in the national Consumer Price Index. **(Humber)**

Explanatory Note: It's not unreasonable to expect teachers to keep pace with inflation.

Employment of Substitute Teachers

8. That Article 49.06 (b)(1) of the Collective Agreement be amended by adding the words "and one day teaching service in any subsequent year" so that the clause would read: "the substitute teacher is under contract with a School Board or the Department of Education for a period of fifty (50) consecutive days or more during the school year, or a substitute teacher accumulates fifty (50) days for substitute teaching service during a school year and one day teaching service in any subsequent year." **(Appalachia)**

Explanatory Note: Continuous employment as a substitute teacher should be recognized and benefits from the Provincial Collective Agreement should be enjoyed.

9. That Article 49.06(b)(iv) be amended by deleting the words "in the school year" so that the clause would read in part: "substitute teachers who accumulate fifty (50) days of teaching service through a series of short-term contracts will be paid for sick leave days certified by the School Board(s) retroactive to the date the teacher first commenced employment..." **(Appalachia)**

Length of the Instructional Day

10. That the length of the instructional day (i.e. scheduled class activities, excluding recess) be a maximum of 300 minutes. **(Humber)**

Explanatory Note: Presently in schools, the length of the instructional day varies. Setting a maximum of 300 minutes will ensure a uniform instructional day throughout districts.

Survey of Substitute Teachers

11. That NLTA conduct a survey of substitute teacher issues in the province to include issues related to improved services for substitute teachers, such as professional development activities, bargaining strategies, hiring practices, and understanding the needs of substitute teachers. **(Appalachia)**

Explanatory Note: A comprehensive assessment of substitute teacher issues and needs has to be undertaken in this province.

Preparation Time

12. That teachers be guaranteed the greater of 60 minutes or one period per day for preparation time. **(Humber)**

Explanatory Note: Teachers have become both the developers and deliverers of curriculum. Time has to be allotted to properly develop and implement these courses. Establishing a standard preparation time will ensure uniformity across the province.

Allowances

13. That people hired in guidance counselling positions with a Master's degree in a related field be paid the guidance bonus according to the NLTA Collective Agreement. **(Humber)**

Explanatory Note: Guidance bonus should be linked to the position. If a hiring body deemed an individual suitable to perform the duties of a guidance councillor then they should be paid the bonus.

Paid Leaves

14. That Article 15.03(a) (Sick Leave) of the Collective Agreement be amended so that the rebuilding formula for a teacher who uses all his/her sick leave will be as follows:

After the first year of service	40 days
After the second year of service	80 days
After the third year of service	100 days
After the fourth year of service	120 days
After the fifth year of service	195 days

(Deer Lake)

Explanatory Note: Generally a teacher who has used up all of his/her sick leave has had a major illness. Quite often in the follow-up years continuing treatment or therapy is required. Such treatments may require more than the present 18 days. Examples include cancer and major accidents.

15. That a teacher be granted three personal leave days per annum, with pay, at the teacher's discretion. **(Appalachia)**

16. That Article 18.01 (Compassionate Leave) of the Collective Agreement be amended by adding the words "sister-in-law, brother-in-law, aunt, uncle or close friend". **(Deer Lake)**

Explanatory Note: These are sometimes relatives with whom you have direct contact with and may be close to. Family obligations often require your presence and/or assistance at this time. We all have very close friends and their death can be similar in effect to that of a relative.

17. That Article 18.03 (Family Leave) of the Collective Agreement be amended by changing the word "may" to the word "shall" so that the clause would read in part: "Upon application to a School Board, a teacher shall be granted leave with pay, not exceeding three (3) days in the aggregate in a school year to attend to the temporary care of a sick family member..." **(Humber)**

Explanatory Note: Teachers should never be denied time when applying for leave regarding issues referenced in Article 18.03. For example: birth of child, family emergency, temporary care of a sick family member, etc.

18. That Article 18.03 (Family Leave) of the Collective Agreement be amended so that upon application to a school board, a teacher may be granted family leave days with pay not to exceed five (5) days in the aggregate in a school year. **(Deer Lake)**

Explanatory Note: With the medical system as it exists today, a teacher having to bring someone to a specialist may have to travel a long distance (i.e. across the province). For a one-day appointment two days may be used in travel alone. If a second day is needed time is now used up.

19. That Article 18.03 (Family Leave) of the Collective Agreement be amended so that where extensive travel is involved or where extraordinary circumstances prevail, the school board may extend the leave up to an additional two (2) days. **(Northern Light)**

Explanatory Note: It may be as simple as a dental appointment for yourself or your child. If you live in isolated communities (not connected by a road link) and there are no medical specialists in this area, more than three days could be needed for travel purposes and the appointment.

20. That leave with pay be granted to a teacher to accompany his/her child to the KinderStart program. **(Appalachia)**

Explanatory Note: Teachers are being denied leave to take their child to this government-sponsored program.

21. That Article 18.09 (Other Paid Leave) of the Collective Agreement be amended to change "may" to "shall" so that teachers cannot be denied access by the school board to their three non-discretionary leave days. **(Humber)**

Explanatory Note: Members of our Association are often involved in activities they have committed to, either as a leader or participant, and have been denied time-off to attend these functions as they may not have been "deemed valid by the school board". Members should not have to "plead their case" to attend activities during (the) school day(s) to which they have made a commitment or to obtain leave which they feel is appropriate. Furthermore, students can, in the long run, benefit from experiences brought back into the teaching or coaching.

Employment of Teachers

22. That the words "suitable" and "suitability", where they appear in Clauses 6.02 – 6.06 of the Collective Agreement, be deleted and/or replaced with the word "competent", as appropriate. **(Appalachia)**

Explanatory Note: Suitability can be interpreted in different ways. Articles with the word suitability require stronger wording to protect teachers.

Current Policy Resolutions

Supervision

23. That teachers not be required to supervise students during morning, recess, lunch and after school. **(Humber)**

Explanatory Note: Workload is a major issue with teachers. Eliminating supervision duties will reduce the workload expected of teachers and will have a positive impact on teacher morale.

Proposed NLTA By-Law Changes

Four proposed changes to the NLTA By-Laws meet the voting requirements for the 2005 BGM, all of which are being presented by the Provincial Executive.

Please note that additions to current by-laws appear in **bold** print and deletions in *[italics]*.

In considering these proposed by-law changes, you are reminded that a two-thirds majority is required in order for these changes to be carried at BGM.

Proposed NLTA By-Law Changes from Executive

I. BY-LAW III. – ACTIVE MEMBERSHIP

That Sections C.(1) and (3) – Dues of By-Law III. – Active Membership be amended by replacing the words “one per cent” with the words “1.1 per cent”. They read as follows:

(1) For teachers who hold active membership under By-Law III.A.(1), (2), (3), (6) and (7), the annual dues for each member shall be **1.1 per cent** *[one per cent]* of his/her salary including bonuses.

(3) Substitute teachers shall pay **1.1 per cent** *[one per cent]* on annual salary earned.

Recommendation from Provincial Executive: CARRY

Rationale for Executive's Recommendation: When the initial draft budgets for 2005-06 and 2006-07 were first prepared, a shortfall of \$1,361,772 was projected for the two years combined. All expenditures were then reviewed in depth with the aim of reducing expenditures as much as possible without jeopardizing programs and services. When this review was completed and reductions made, a projected shortfall of \$859,731 still existed for the two-year period which could not be made up without either eliminating a number of programs and services altogether or increasing revenues via a fee increase.

It was the feeling of Provincial Executive that the membership would not want any of the Association's programs and services eliminated, so the alternative was to propose a fee increase from 1.0 percent of salary to 1.1 percent of salary. This would add about \$620,00 to revenues over the two years and would allow the Association to carry out its current programs and services at a level acceptable to the membership. With this increase in fees, the total projected two-year deficit would now total \$239,731, and this could be taken from the Association's Reserve Fund, which exists precisely for this purpose.

It should also be pointed out that your Association's total fee revenues in 2003-04 were approximately the same as in 1990-91. While there were salary increases for teachers from 1998 to 2004 and one would logically expect NLTA revenues to have increased as a result, that has not happened because the reduction in the number of teachers since the early 1990s has negated the effect of teacher salary increases on Association revenues. Since 1992-93, the Association's revenues have been less than the 1990-91 level in every single year. And without a fee increase, they will be substantially less in 2005-06 and 2006-07. Yet, inflation and other cost increases have had an increasing impact on expenditures over that time. Through prudent fiscal management and cost containment, we have avoided major shortfalls over the past decade. However, further reductions are no longer possible without eliminating programs altogether and drastically impacting our ability to deliver necessary services to teachers.

Questions sometimes arise concerning how NLTA membership fees compare with other teacher organizations across Canada. This data is regularly provided to us by the Canadian Teachers' Federation. The comparison shows that NLTA fees are the second lowest of all CTF affiliates in the country. (Based on the average teacher salary in this province, NBTA is slightly lower.) With our relatively small membership and widely dispersed teacher population, it has become impossible to sustain a comparable level of member services and programs with this fee structure.

It should also be noted that the proposed increase will have a minimal impact on teachers' net pay, per pay period. Based on data from the Teacher Payroll Division, the average teacher salary in the province is \$57,366 annually. The proposed fee

increase means a teacher at that salary level would pay an additional \$2.21 per pay period. However, as union dues are tax deductible, and given that the approximate tax rate for a \$57,000 salary is about 40%, the actual net cost per pay period would be about \$1.33.

As a result of the above considerations, your Provincial Executive is recommending the fee increase from 1.0% to 1.1% of salary.

2. BY-LAW IV. – ASSOCIATE MEMBERSHIP

That Sections A.(6) – Classification, B.(6) – Privileges and C.(6) – Dues (Teachers Seconded as per the Collective Agreement) of By-Law IV – Associate Membership be repealed. They read as follows:

1. A. Classification

(6) Teachers seconded as per the Collective Agreement shall be eligible for Associate Membership.

B. Privileges

(6) Teachers Seconded as per the Collective Agreement – Teachers seconded as per the Collective Agreement may enjoy all rights and privileges of the Association except attendance at meetings or portions of meetings dealing with collective bargaining, receiving information on and voting on Collective Agreements, holding office in the Association and serving on Executive.

C. Dues

(6) Teachers Seconded as per the Collective Agreement – Teachers seconded as per the Collective Agreement shall pay an annual due of 4/5 of one percent of their current salary plus any special levy approved from time to time by the Association.”

Recommendation from Provincial Executive: CARRY

Rationale for Executive’s Recommendation: There are conflicting provisions in the NLTA by-laws which reference the membership classification for teachers seconded as per the Collective Agreement. Based on the conditions of their secondment in the Collective Agreement, seconded teachers fit the category of **active membership** in the by-laws. Yet, the above sections of By-Law IV provide “associate membership” for such teachers. The two provisions are clearly in conflict, so Executive is proposing the deletion of the association membership provision. The details are outlined below.

Section 6(1) of the NLTA Act states “Every teacher employed by a school board...shall be an active member of the Association”. Section III.A.(2) of the NLTA By-Laws then states that “Every teacher who satisfies the requirements of Section 6(1) of the [NLTA Act]” shall be an active member. Clause 46.03 of the Collective Agreement states that one of the conditions of secondment is that “the teacher shall remain in the employ of the school board”. Seconded teachers are, therefore, employed by school boards and thus fit the category of active membership.

However, By-Law IV. – Associate Membership [Sections A.(6), B.(6) and C.(6)] sets up associate membership status and dues for seconded teachers.

To the knowledge of Executive, the associate membership status in By-Law IV for these teachers has never been enforced, and they have had the status of active members. For example, in the 1994 strike these teachers were treated as full active members and their services were withdrawn as for all other active members who were in the employ of their school boards.

Therefore, Executive is recommending the deletion of By-Law Sections IV.A.(6), IV.B.(6) and IV.C.(6) to eliminate the conflict in the by-laws and retain seconded teachers under the category of full active members.

3. BY-LAW IX – LOCAL OR REGIONAL BRANCHES AND SPECIAL INTEREST COUNCILS

That By-Law IX – Local or Regional Branch and Special Interest Councils be amended by replacing the current subsections (1) and (2) of Section E. – Special Interest Councils with the following new subsections (1) and (2):

PROPOSED	CURRENT
E. Special Interest Councils (1) There shall be three Special Interest Councils organized along a levels basis as follows: (a) Primary/Elementary (b) Intermediate (c) Senior High (2) Other specialized councils may be established by the Provincial Executive Council in accordance with NLTA policy.	<i>[E. Special Interest Councils</i> <i>(1) May be formed by any group of teachers, at least 25, with an expressed interest in one or a combination of the following:</i> <i>(a) an established subject field (such as science or social studies);</i> <i>(b) a service area (such as administration or guidance);</i> <i>(c) an interdisciplinary group (such as primary or elementary); and/or</i> <i>(d) a particular area that the Provincial Executive Council may approve.]</i> <i>(2) May make representation in accordance with established Association policy.</i>

Recommendation from Provincial Executive: CARRY

Rationale for Executive's Recommendation: During the last 15 years NLTA's special interest councils have experienced significant challenges due to a decline in the availability of substitute teacher days for discretionary professional development. This period has been characterized by cancelled conferences, declining membership in most SICs, periods of inactivity, and a reduction in the number of councils from 37 to 20. Of the current 20 councils only 12 are active. Since it is very difficult for SICs to compete with one another and with school districts for scarce PD days, it has become clear that councils will need to work collaboratively with school districts if they are to continue to offer face-to-face sessions for members. A review of current models of PD delivery by districts in this province revealed that district or regional closeouts are generally organized by levels. As well, a review of special interest council structures across Canada revealed that successful models exist, particularly in New Brunswick, where special associations are established along a levels basis. In order to synchronize SIC programs with district PD activity and to create a climate more conducive to collaboration, it is proposed to create three councils (Primary/Elementary, Intermediate, and Senior High) while allowing for the continued existence of certain specialized councils.

4. BY-LAW XII. – NOMINATING AND ELECTION PROCEDURES FOR OFFICERS

That By-Law XII.A. – Nominating and Election Procedures for Officers be amended by adding the following new subsection (2), and renumbering current subsections (2) and (3) as (3) and (4):

"A. Any member of the NLTA in good standing, is eligible for nominations and election to the office of President or Vice-President providing:

(2) The member shall not have been found by the Electoral Committee to have failed to comply with the financial guidelines contained in the Association's election procedures established by the NLTA for the election of officers in a prior election."

Recommendation from Provincial Executive: CARRY

Rationale for Executive's Recommendation: By-Law XII.A. provides that "any member of the NLTA in good standing is eligible for nomination and election to the office of President or Vice-President". The policy which governs this election requires that each candidate must keep his/her campaign spending within certain limits and must disclose sources and amounts of all financial contributions and expenditures to the Electoral Committee within sixty days of the election.

Following the election of NLTA President and Vice-President in 2003, several of the unsuccessful candidates failed to submit their financial disclosure forms. If a successful candidate fails to comply with these requirements, the Electoral Committee has the authority to declare the office vacant. However, there are no provisions or any penalties in relation to an unsuccessful candidate who fails to follow the guidelines.

Executive was concerned that an unsuccessful candidate who may have exceeded the spending limits and who also fails to submit a financial disclosure would be totally free to run again for President or Vice-President in a subsequent election. Executive is, therefore, recommending this by-law amendment which would ensure that any such candidate who does not comply with all financial regulations will not be permitted to run for election to either of these offices in the future.

2005 Biennial General Meeting

AGENDA

Tuesday, March 29, 2005

- 5:00 pm Orientation Session (For new delegates, alternates and SIG observers)
- 6:00 pm Special Interest Councils' Session
- 6:00 pm NLTA Leadership: Toward Greater Representational Equity Session
- 6:00 pm Registration
- 6:00 pm Budget Briefing Session
- 7:00 pm "Meet the Candidates" Session
 - A. Election Statements for Provincial Executive Candidates
- 9:30 pm Reception

Wednesday, March 30, 2005

- 8:00 am Registration (cont'd)
- 8:30 am Opening Session (Chairperson: Kevin Foley, Vice-President)
 - A. O Canada
 - B. Chairperson's Remarks
 - C. Address by Minister of Education – Honourable Tom Hedderson
 - D. President's Address – NLTA President, Fred Douglas
- 10:15 am Break
- 10:30 am First General Session (Chairperson: Fred Douglas, President)
 - A. Adoption of Agenda
 - B. Appointment of Convention Committees
 - C. Convention Policies
 - 1. Rules of Procedure
 - 2. Convention Expenses (Chairperson of Finance Committee)
 - 3. Processing of Resolutions
 - D. Minutes of 2003 BGM
 - 1. Adoption
 - 2. Business Arising from 2003 Convention
 - a) Report on Resolutions from the 2003 BGM
 - E. Proposed By-Law and NLTA Act Changes
 - 1. By-Law IV.A.(6) - Associate Membership [Classification];
By-Law IV.B.(6) - Associate Membership [Privileges];
By-Law IV.C.(6) - Associate Membership [Dues]
 - 2. By-Law IX.E.(1) & (2) - Local or Regional Branches and
Special Interest Councils [Special Interest Councils]
 - 3. By-Law XII.A. - Nominating and Election Procedures for Officers.
- 12:30 pm Honorary Member Luncheon
 - Presentations: Honorary Membership Award & President's Award
- 2:30 pm Second General Session
 - A. Minute of Silence in Memory of Deceased Teachers
 - Closed Session – Delegates/Teachers
 - B. Address – Premier of Newfoundland & Labrador (if available)
 - C. Group Insurance Auditors' Report and Budgets
 - D. Financial Reports: 1. Auditors' Report; 2. Financial Statement
 - E. Tabling of 2005-06 and 2006-07 Budgets
 - Open Session
 - F. Report to BGM
 - G. Discussion on Resolutions
- 5:30 pm Recess

Thursday, March 31, 2005

- 8:30 am Third General Session
 - A. Report of NLTA Priorities for 2005-05
 - 1. Negotiating A Collective Agreement
 - 2. Teacher Accountability/Assessment/Professionalism
 - 3. Curriculum Issues
 - 4. Quality of Teacher Work Life
 - 5. Membership Awareness
 - B. Discussion on Resolutions
 - C. Report of Electoral Committee
 - D. Election of 2005-07 NLTA Executive
- 10:30 am Break
- 10:45 am E. Canadian Teachers' Federation – Winston Carter, CTF President Designate
- F. RTANL – Gladys Costella, President
- G. Address by President-Elect and Vice-President Elect
- H. Report of Electoral Committee (cont'd)
- I. Discussion on Resolutions
- 12:30 pm Awards Luncheon
 - Presentations (for 2004 and 2005): Allan Bishop Award; Bancroft Award; Barnes Award; Special Recognition Award
- 2:30 pm Fourth General Session [Closed – Delegates/Teachers]
 - A. By-Law III C.(1) & (3) - Active Members [Dues]
 - B. Budget-related Policy Changes
 - C. 2005-06 and 2006-07 Budgets
- 3:45 pm Break
- Fourth General Session [Open]
- 4:00 pm D. Discussion on Resolutions
- 5:30 pm Recess
- 7:00 pm Fifth General Session (If Required)
 - A. Discussion on Resolutions
- 9:00 pm Dance & Entertainment – Bic and the BallPoints (Club One)

Friday, April 1, 2005

- 8:30 am Sixth General Session
 - A. Policy Changes from Executive/Joint Council
 - B. Discussion on Resolutions
 - C. Resolutions from the Floor
- 10:30 am Break
- 10:45 am Final Session
 - A. President's Closing Remarks
 - B. Installation of New President
 - C. Discussion on Resolutions
 - D. Reports
 - 1. Scrutinizers Committee
 - 2. Publicity Committee
 - 3. Steering Committee
 - E. New Business
 - F. Date of Next Convention
- 1:00 pm G. Closing of Convention

Delegates to Convention 2005

(a) – alternate; (aa) – funded alternate for branches with less than 100 members

Appalachia [26/4/3]	Jeffrey Blundon, Paul Pinsent, Paul Byrne
Aurora [66/1/1]	
Baccalieu [72/1/1]	Fred Driscoll; Roger Green (aa)
Baie Verte Peninsula [98/1/1]	Shawn Tibbo; Lisa Morris (aa)
Bay d'Espoir [50/1/1]	
Bay Roberts [203/3]	Clarence Mercer, Kevin Mercer, David Osborne; Bertha Taylor (a)
Bell Island	
Belle Mer [47/1/1]	Paul May; Brian Bartlett (aa)
Belleoram-Wreck Cove [26/1/1]	Earl Lawrence; Calvin Blagdon (aa)
Bremco [46/1/1]	Hollis Cull; Ron Twyne (aa)
Burgeo [22/1/1]	Ruth Tucker; Heather Kendall (aa)
Burin-Marystown [173/2]	Kevin Glavine, Gerard Cooke
Carbonear [114/2]	Geoffrey Seymour, Joe Lafitte
Churchill Falls [18/1/1]	Derrick Sheppard; Rosemary Vigant (aa)
Clarenbridge [204/3]	Lloyd Collins, Gerald Giles, Collette Oldfort-Short; Rod Drover (a)
Coastal Labrador South [61/1/1]	
Conception Bay Centre [57/1/1]	
Conception Bay South [314/4]	Dolly Brace, Tony Hillier, Tony Pretty, Susan Simms; Bernadette Christopher (a)
Deer Lake [127/2]	Gary Wilcott, Jeanette Pearcey; Callista Burrige (a)
Exploits Valley [268/3]	
Fogo Island [28/1/1]	Craig Tucker; Dawn Payne (aa); Bruce Payne (a)
Ganovy [243/3]	Ron Dawe, Tim Goodyear, Paul Vincent; Bill MacLellan (a)
GranForLine	
Green Bay [122/2]	Tim Howse,
Hamilton Sound [62/1/1]	Ted Goodyear; Linda Balet (aa);
Harton [27/1/1]	
Humber [327/4]	Glenn MacArthur, Aiden Chaytor, Darren Hutchings, Linda Luedee, Lisa MacArthur (a)
Ingornachoix [32/1/1]	
Labrador West [110/2]	
Lake Melville [157/2]	Stephen MacDonald, Bridget Murphy; Elaine O'Toole (a)
Landfall [83/1/1]	Jeanne Williams; Paula Smith (aa); Gary Marsden (a)
Long Range [48/1/1]	
Marconi [566/6]	Linda Crocker, Brenda Beresford, Mary Van Thiel, George Tucker, Mary Jane Maloney, Norma Summers; Wayne Barry (a)
Northern Light [37/1/1]	Terry Casey; Elaine Halbot (aa); Sheila Park (a)
Notre Dame [156/2]	Wade Verge,
Nutak Labradorimi [111/2]	
Placentia [82/1/1]	Carmelita Traverse; Joan Howard (aa); Melvin Critch (a)
Port aux Basques [113/2]	David Clarke, Colin Short

Delegates (continued)

Rameaux [13/1/1]	Hartley Cutler; Leo Freeborn (aa)
Rushoon-Terrenceville [61/1/1]	
St. Brendan's [7/1/1]	Phillip Smith; Gerald Hynes (aa)
St. John's Centre [388/4]	James Dinn, Brad Sheppard, Colleen Martin-Ward, Mario Simon; Lorna Walters (a)
St. Mary's Bay [40/1/1]	
Seagaulher [22/1/1]	Derek Drover; Thomas Tibbo (aa)
Southern Shore [90/1/1]	Jamie Jenkins;
Table Mountain [22/1/1]	Wayne G. Park; Trevor Lodge (aa); Tina Ryan (a)
Taylor's Brook [15/1/1]	Janice House; Natalie Jackson (aa)
Trinity-Deadman's Bay [58/1/1]	
Trinity, Trinity Bay [17/1/1]	Earle Pike; Lloyd Vey (aa)
Upper Trinity South [95/1/1]	
Waterford Valley [574/6]	Harold Mullooney, Ann Marie Singleton, Sharyn Piercy-Power, Clar Button, Mary Short, Kim Power

COUNCIL OBSERVERS

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Conseil des enseignant(e)s francophones

Educational Partnerships

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Learning Resources

Math/Science

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Newfoundland & Labrador Counsellors' & Psychologists' Association Chris Cooper

Newfoundland & Labrador Council of Educators of the Deaf

Physical Education

Primary/Elementary Teachers

Program Specialists

REaD (Reading, English & Drama)

School Administrators

Small Schools

Special Services

Substitute Teachers

Technology Education



NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION